

Holland Codes

It's all about YOU!

Conventional well-organized accurate
numerically-inclined **methodical** efficient
orderly thrifty **structured** ambitious persistent conscientious
conforming **practical** systematic **polite** obedient

Enterprising self-confident sociable
enthusiastic adventurous impulsive
inquisitive talkative spontaneous assertive
persuasive energetic popular
ambitious optimistic **extroverted**

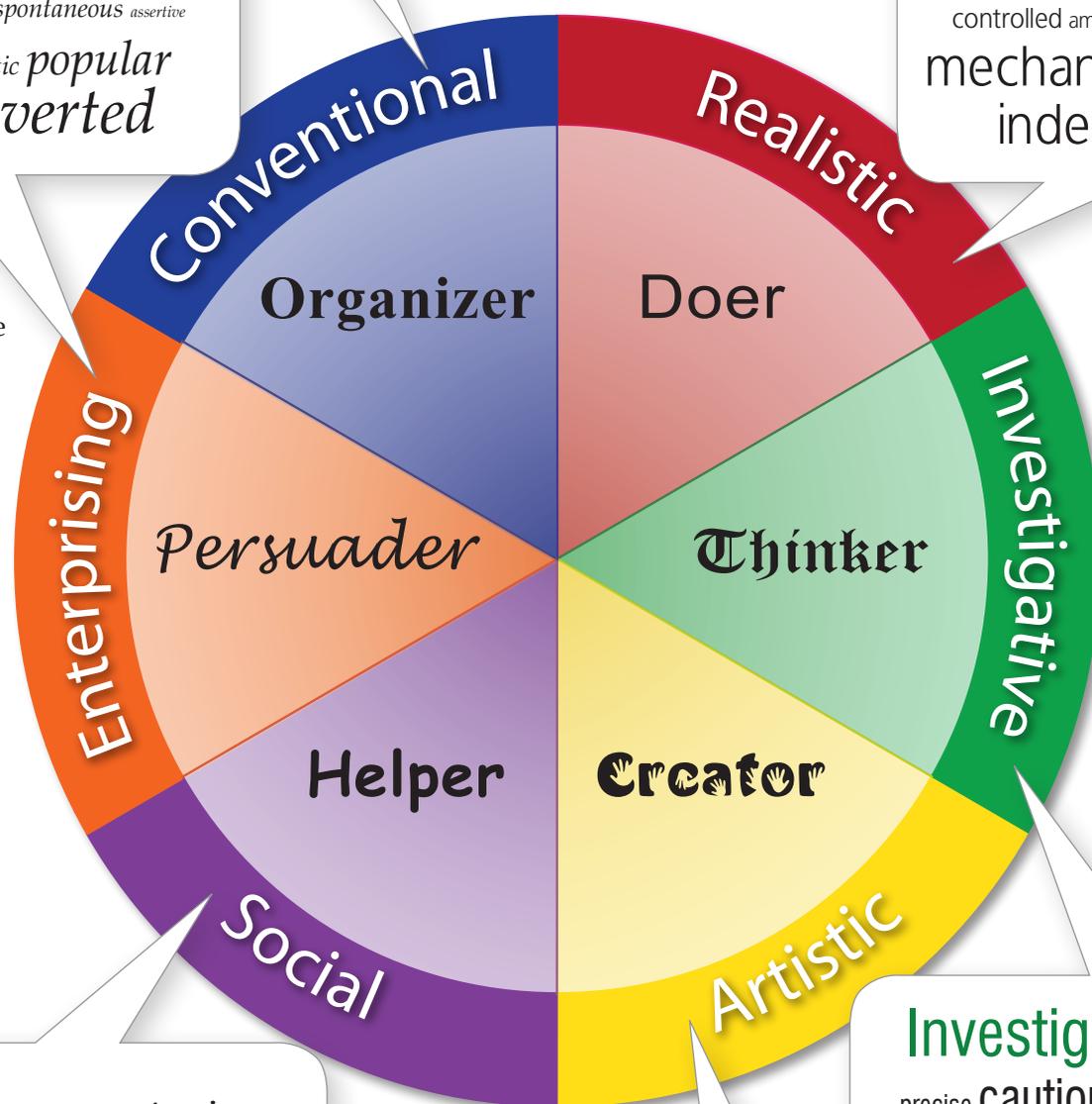
Realistic practical frank
nature lover curious concrete self-
controlled ambitious persistent athletic
mechanical thrifty **stable** reserved
independent systematic

John L. Holland was the person who developed the theory that people can be described by a combination of six personality types. The theory proposed that people seek out work environments that match their personality type. A better match means more job satisfaction, because the person finds the job interesting.

Take a look at the words describing each of the six personality types. How many of these words describe you?

You'll probably find words that describe you in each list. But usually there are two or three with lots of words that make you say, "That's ME!"

Take the quiz on the next page to identify your personality type, also known as your interest profile. Match your interest profile with the interest profiles of occupations in the Career Planning Table. Jobs that match your interests will be a better career choice for you.



Social friendly idealistic outgoing
cooperative responsible **kind** persuasive
patient **helpful** insightful understanding
generous **forgiving** empathetic

Investigative inquisitive scientific
precise cautious self-confident reserved
independent analytical observant scholarly
curious introspective broad-minded **logical**

Artistic creative imaginative unconventional
independent original impulsive courageous complicated
nonconforming intuitive innovative emotional expressive
introspective sensitive open idealistic

What Your Interest?

A great way to explore careers is to take an assessment. Assessments are tools to help you discover important things about yourself. Assessments can be based on a variety of things, like your skills, interests or values. What's the best thing about assessments? There are no wrong answers!

Assessments help you think about the types of careers that fit you by providing a broad sense of your career options. If an assessment gives you results that seem really unlikely, don't panic! It got you thinking about what you'd like to do, didn't it?

This assessment is based on the Holland Code. Once completed, you will have an interest profile to match to different career areas. What follows are descriptions for each interest code. Read the descriptions for the codes in your interest profile.

Realistic: Doers

People who have athletic or mechanical ability, prefer to work with objects, machines, tools, plants or animals, or to be outdoors. They like to work with their hands. They are often practical and good at solving problems.

Investigative: Thinkers

People who like to observe, learn, investigate, analyze, evaluate or solve problems. They often like to work independently, tend to be good at math and science and enjoy analyzing data.

Artistic: Creators

People whose abilities are artistic, innovative or intuitive. They like to work in unstructured situations where they can use their imagination and creativity. They enjoy performing (theater or music) and visual arts.

Social: Helpers

People who like to work with people to enlighten, inform, help, train, or cure them, or are skilled with words. They enjoy training, instructing, counseling or curing others. They are often good public speakers with helpful, empathetic personalities.

Enterprising: Persuaders

People who like to work with people, influencing, persuading, performing, or managing for organizational goals or economic gain. They like to lead and tend to be assertive and enthusiastic.

Conventional: Organizers

People who pay attention to detail and like to work with data, have clerical ability, and follow through on others' instructions. They have good organizational and numerical abilities. Conventional people also like working in structured situations.

Now, take the quiz below, checking the statements that describe things you like to do. Count the checkmarks for each color, and write the total in the matching colored boxes at the bottom. The three highest scores are your Interest Profile.

Look for jobs with a matching interest profile in the Career Planning Table to get potential career choices. Use these careers to start career exploration.

Remember — an assessment isn't the final word! It's only one way to start thinking about careers. And this interest assessment is only one type available. Other assessments measure different aspects of your personality.

This assessment is based on Dr. John Holland's theory that people and work environments can be loosely classified into six different groups. Different peoples' personalities may find different environments more to their liking. While you may have some interests in and similarities to several of the six groups, you may be attracted primarily to two or three of the areas. These two or three letters are your Holland Code.

*For example, with a code of RES you would most resemble the **Realistic** type, somewhat but less resemble the **Enterprising** type, and somewhat but even less resemble the **Social** type. The types that are not in your code are the types you resemble least of all. Most people, and most jobs, are some combination of two or three of the Holland interest areas.*

Read each statement below and, if you agree with it, put a checkmark in the box to the right of it.

Do you like to ...

... do puzzles?	<input type="checkbox"/>	... put things together or assemble models?	<input type="checkbox"/>
... work on cars?	<input type="checkbox"/>	... be creative?	<input type="checkbox"/>
... attend concerts, theaters or art exhibits?	<input type="checkbox"/>	... pay attention to details?	<input type="checkbox"/>
... work in teams?	<input type="checkbox"/>	... do filing or typing?	<input type="checkbox"/>
... organize things like files, offices or activities?	<input type="checkbox"/>	... learn about other cultures?	<input type="checkbox"/>
... set goals for yourself?	<input type="checkbox"/>	... analyze things like problems, situations or trends?	<input type="checkbox"/>
... build things?	<input type="checkbox"/>	... play instruments or sing?	<input type="checkbox"/>
... read fiction, poetry or plays?	<input type="checkbox"/>	... dream about starting your own business?	<input type="checkbox"/>
... have clear instructions to follow?	<input type="checkbox"/>	... cook?	<input type="checkbox"/>
... influence or persuade people?	<input type="checkbox"/>	... act in plays?	<input type="checkbox"/>
... do experiments?	<input type="checkbox"/>	... think things through before making decisions?	<input type="checkbox"/>
... teach or train people?	<input type="checkbox"/>	... work with numbers or charts?	<input type="checkbox"/>
... help people solve their problems?	<input type="checkbox"/>	... discuss issues like politics or current events?	<input type="checkbox"/>
... take care of animals?	<input type="checkbox"/>	... keep records of your work?	<input type="checkbox"/>
... have your day structured?	<input type="checkbox"/>	... be a leader?	<input type="checkbox"/>
... sell things?	<input type="checkbox"/>	... work outdoors?	<input type="checkbox"/>
... do creative writing?	<input type="checkbox"/>	... work in an office?	<input type="checkbox"/>
... work on science projects?	<input type="checkbox"/>	... work on math problems?	<input type="checkbox"/>
... take on new responsibilities?	<input type="checkbox"/>	... help people?	<input type="checkbox"/>
... heal people?	<input type="checkbox"/>	... draw?	<input type="checkbox"/>
... figure out how things work?	<input type="checkbox"/>	... give speeches?	<input type="checkbox"/>

Total up your checkmarks by color and record the number in the colored boxes . . . the three letters with the highest scores are your **Interest Profile**.

Realistic	Investigative	Artistic	Social	Enterprising	Conventional
<input type="text"/>					

Three highest scores = Your Interest Profile		
<input type="text"/>	<input type="text"/>	<input type="text"/>